



## MEMORANDUM

TO: Mayor and Council Members

FROM: Michael McDonald, Assistant City Manager

DATE: October 2, 2007

SUBJECT: AFD Proposed Plan to Reach 4-Person Staffing

On June 14, 2001, Council adopted Resolution # 010614-97 which established 4-Person Staffing as the goal for the AFD. Specifically, the resolution stated that "each single engine company station staffed with four fire fighters, each multiple (Engine & Ladder, Engine & Rescue Unit, or Quint) staffed with six fire fighters". Since the adoption of this resolution, AFD continues to make gains towards the goal of 4-Person Staffing to the extent that they are now only 11 companies short of reaching that goal – 54 total companies of which 43 companies currently have a minimum of 4-Person Staffing.

Fire Chief J.J Adame and his management team along with cooperation and support of the Fire Fighters Association (Local 975) have developed a plan to reach 4-Person Staffing department wide. The plan will redeploy existing staffing from the Quint Companies to other companies lacking 4-Person Staffing. If the Quint staffing level, as stated in Resolution 010614-97 was amended to allow AFD to reduce the required staffing from six fire fighters to four fire fighters, the following gains in 4-Person Staffing could be realized immediately with no fiscal impact:

- Six fire fighters (Two fire fighters from each of the three Quints) would be redeployed to bring six more companies up to 4-Person Staffing required. Two of the six Ladder companies are scheduled for replacement in FY 07- 08.
- This action would result in 49 of the 54 companies staffed with a minimum of four fire fighters.

For the remaining five companies, we plan to tie the 4-Person Staffing for these ladder companies to the vehicle replacement schedule. When a ladder is replaced, we would request fire fighters needed to get that company to 4-Person Staffing. To take a company from a required staffing of three to four, an additional five fire fighters would be needed (one fire fighter/shift X 1.5 to cover vacation, sick, etc.) In today's dollars, the cost per company is approximately \$310K. Therefore beginning in FY 2011, an investment of approximately \$310k for five new fire fighters would be made every two years until FY 2019 when 4-Person Staffing is achieved for a total investment of \$1,550,00 in today's dollars.

- FY 10-11 –Projected ladder replacement; 5 Fire Fighters needed

- FY 12-13 –Projected ladder replacement; 5 Fire Fighters needed
- FY 14-15 –Projected ladder replacement; 5 Fire Fighters needed
- FY 16-17 –Projected ladder replacement; 5 Fire Fighters needed
- FY 18-19 –Projected ladder replacement; 5 Fire Fighters needed

Adoption of this plan will require an amendment to Resolution 010614-97. This would allow AFD to reduce the required Quint staffing from six fire fighters to four fire fighters.

Let me know if you have any questions.

A handwritten signature in black ink, appearing to read "Michael McDonald", written in a cursive style.

Michael McDonald,  
Assistant City Manager

Cc: Toby Futrell, City Manager  
J.J. Adame, Fire Chief